

Indiana Quarterly Workforce Indicators

1st Quarter 2006

The Research & Analysis Dept. of Indiana Workforce Development, in partnership with the U.S. Census Bureau, are pleased to announce the availability of new Local Employment Dynamics (LED) data for the State of Indiana. The eight Quarterly Workforce Indicators (QWIs) are displayed by industry, age group, and gender.

Quarterly Workforce Indicators (QWI) are a set of economic indicators -- including employment, job creation, wages, and worker turnover -- that can be queried by different levels of geography -- state, county, metro, and workforce investment area -- as well as by detailed industry, gender, and age of workers. You can query the data directly by using the *QWI Online* tool at <http://lehd.dsd.census.gov/led/>.

The QWI are built upon wage records in the Unemployment Insurance (UI) system and information from state ES-202 data. The universe of QWI data is UI-covered earnings. UI coverage is broad, covering over 90% of total wage and salary civilian jobs.

When QWI employment numbers are compared with other employment data, exclusions to UI coverage should be taken into account. Exempted employment varies slightly from state to state due to variations in state unemployment laws, but generally also excludes many farmers and agricultural employees, domestic workers, self-employed non-agricultural workers, members of the Armed Services, as well as certain types of nonprofit employers and religious organizations (which are given a choice of coverage or non-coverage in a number of states). While this report does not include federal government workers, most state and local government employees are included in the complete QWI database. Data presented here are for 1st Quarter of 2006.

What do the QWIs tell us about Indiana's industry workforce?

Total employment in the State of Indiana was 2,797,099 in the 1st Quarter of 2006, with Manufacturing accounting for 20.7 percent of that total, followed by Retail Trade with 11.9 percent. The net job flow (movement into and out of jobs) was -27,164 for the state with Health Care & Social Assistance having the highest net job flow of any industry with -13,490, with Retail Trade close behind at -13,419.

Indiana employers created 128,108 jobs with 13.5 percent of those being created in both Manufacturing and Accommodation & Food Services. There were 401,266 new hires and 496,131 separations in the state. Accommodation & Food Services led all industries in both of these categories. The turnover rate in Indiana was 10.2 percent, but ranged from 2.5 percent in Utilities to 21.4 percent in Administrative Support, Remediation & Waste Services (which includes temporary employment agencies). Average monthly earnings were \$3,218 statewide for all employees, with a low of \$1,106 in Accommodation & Food Services and a high of \$5,947 in Utilities. New hires earned 63.5 percent of the average for all workers with an average monthly wage of \$2,043, with the lowest in Accommodation & Food Services at \$824 and a high of \$4,458 in Utilities.

Indiana Quarterly Workforce Indicators

Industry								
Year	QWI	All Industries	Agriculture,Forestry,Fishing and Hunting	Mining	Utilities	Construction	Manufacturing	Wholesale Trade
2006 1	Total Employment	2,797,099	10,303	6,084	16,925	131,963	578,609	120,059
	Net Job Flows	-27,164	206	208	4	-1,175	-5,062	848
	Job Creation	128,108	914	304	206	9,949	17,337	5,991
	New Hires	401,266	1,497	527	437	24,005	47,047	12,339
	Separations	496,131	1,694	396	531	30,730	60,996	13,275
	Turnover	10.20%	9.00%	6.60%	2.50%	11.10%	7.70%	7.50%
	Avg Monthly Earnings	\$3,218.00	\$2,638.00	\$4,794.00	\$5,947.00	\$3,343.00	\$4,500.00	\$4,202.00
	Avg New Hire Earnings	\$2,043.00	\$1,802.00	\$4,523.00	\$4,458.00	\$2,656.00	\$3,517.00	\$3,434.00

Industry								
Year	QWI	Retail Trade	Transportation and Warehousing	Information	Finance and Insurance	Real Estate and Rental and Leasing	Professional, Scientific, and Technical Services	Management of Companies and Enterprises
2006 1	Total Employment	332,057	111,894	46,244	100,399	35,898	90,356	27,639
	Net Job Flows	-13,419	-2,383	-3,114	416	259	5,234	-149
	Job Creation	12,969	4,019	1,564	4,336	2,168	9,349	744
	New Hires	50,097	15,349	4,175	9,282	5,726	15,106	2,565
	Separations	68,467	19,188	8,315	9,850	6,071	13,926	2,959
	Turnover	12.20%	11.20%	12.00%	7.50%	11.20%	9.40%	7.40%
	Avg Monthly Earnings	\$1,986.00	\$2,970.00	\$3,410.00	\$4,757.00	\$2,753.00	\$4,063.00	\$5,539.00
	Avg New Hire Earnings	\$1,155.00	\$2,237.00	\$2,506.00	\$3,841.00	\$1,867.00	\$3,081.00	\$3,506.00

Industry								
Year	QWI	Administrative and Support and Waste Management and Remediation Services	Educational Services	Health Care and Social Assistance	Arts,Entertainment,and Recreation	Accommodation and Food Services	Other Services (except Public Administration)	Public Administration
2006 1	Total Employment	154,622	250,140	328,877	38,501	225,247	80,350	110,932
	Net Job Flows	-354	2,479	-13,490	-539	2,356	1,602	-872
	Job Creation	11,234	5,431	14,002	1,819	17,321	6,171	2,199
	New Hires	63,861	18,273	36,231	5,211	70,420	14,245	4,873
	Separations	72,549	24,206	58,024	6,865	75,182	15,300	7,604
	Turnover	21.40%	5.00%	11.80%	11.00%	17.70%	10.50%	5.70%
	Avg Monthly Earnings	\$2,083.00	\$3,044.00	\$2,909.00	\$2,837.00	\$1,106.00	\$2,135.00	\$2,863.00
	Avg New Hire Earnings	\$1,322.00	\$1,038.00	\$2,011.00	\$1,574.00	\$824.00	\$1,447.00	\$2,079.00

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The largest age group, in terms of employment, was 45-54 years old, representing 23.7 percent of total employment. The group with which had the highest net job flows was again the 45-54 years old demographic, with -10,264 net job flows. However, it was the 25-34 years old group that led the way in job creation with nearly 29 percent of the jobs created. That was also the category with the most new hires (25.1 percent) and separations (24.6 percent). Turnover was greatest in the 14-18 age group with 21.9 percent. And finally, workers with lots of experience, those aged 45-54, took home the biggest paycheck with an all worker average of \$4,006 and \$3,132 for new hires.

Age										
Year	QWI	14-99	14-18	19-21	22-24	25-34	35-44	45-54	55-64	65-99
2006 1	Total Employment	2,797,099	50,665	151,173	176,460	590,606	656,611	663,286	365,972	98,894
	Net Job Flows	-27,164	3,706	1,467	146	-7,586	-7,818	-10,264	-8,299	-2,701
	Job Creation	128,108	9,771	20,573	19,138	37,116	33,426	27,431	13,803	5,608
	New Hires	401,266	20,094	53,522	47,044	101,053	77,529	53,500	22,036	7,324
	Separations	496,131	18,061	60,786	53,116	121,991	97,816	75,128	39,029	13,622
	Turnover	10.20%	21.90%	21.50%	17.00%	12.00%	8.90%	7.30%	6.70%	8.30%
	Avg Monthly Earnings	\$3,218.00	\$491.00	\$1,074.00	\$1,748.00	\$2,815.00	\$3,653.00	\$4,006.00	\$3,837.00	\$2,107.00
	Avg New Hire Earnings	\$2,043.00	\$479.00	\$977.00	\$1,411.00	\$1,988.00	\$2,472.00	\$3,132.00	\$2,833.00	\$1,376.00

There were more males than females for the following QWIs: total employment, job creation, new hires and separations. Turnover was slightly higher among females than males (10.6 percent compared to 10.0 percent for men). Women's average monthly earnings comprised only 59 percent of men's (\$2,370 for women compared to \$4,021 for men). Similarly, male new hires earned \$2,578 per month on average, versus \$1,503 for females.

Gender				
Year	QWI	Both	Males	Females
2006 1	Total Employment	2,797,099	1,431,697	1,365,402
	Net Job Flows	-27,164	-7,450	-19,709
	Job Creation	128,108	72,063	66,560
	New Hires	401,266	210,253	191,012
	Separations	496,131	252,921	243,210
	Turnover	10.20%	10.00%	10.60%
	Avg Monthly Earnings	\$3,218.00	\$4,021.00	\$2,370.00
	Avg New Hire Earnings	\$2,043.00	\$2,578.00	\$1,503.00

This information and more can be found on the U.S. Census Bureau's *Local Employment Dynamics* web site. Two tools are available to enable users to query the data by year, quarter, area, industry, age, and gender. The **QWI Online** tool gives access to the eight indicators discussed here, while the **Industry Focus** tool allows more in depth industry analysis using rankings and graphing by demographics.

LED web site: <http://lehd.dsd.census.gov/led/>
Quick Links: QWI Online & Industry Focus